

282—14.114(272) Requirements for an administrator license.

14.114(1) Requirements for an initial administrator license. An initial administrator license valid for one year may be issued to an applicant who:

- a. Is the holder of or eligible for a standard license; and
- b. Has three years of teaching experience; and
- c. Has completed a state-approved PK-12 principal and PK-12 supervisor of special education (subrule 14.142(1)) program; and
- d. Is assuming a position as a PK-12 principal and PK-12 supervisor of special education (subrule 14.142(1)) for the first time or has two years of out-of-state or nonpublic administrative experience; and
- e. Has completed an approved human relations component; and
- f. Has completed an exceptional learner component; and
- g. Has completed an evaluator approval program.

Renewal requirements for this license are set out in 282—Chapter 17.

14.114(2) Requirements for a professional administrator license. A professional administrator license valid for five years may be issued to an applicant who:

- a. Completes the requirements in 14.114(1) “a” to “g”; and
- b. Successfully meets each standard listed below:
 - (1) Shared vision. An educational leader promotes the success of all students by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community. The administrator:
 1. In collaboration with others, uses appropriate data to establish rigorous, concrete goals in the context of student achievement and instructional programs.
 2. Uses research and best practices in improving the educational program.
 3. Articulates and promotes high expectations for teaching and learning.
 4. Aligns and implements the educational programs, plans, actions, and resources with the district’s vision and goals.
 5. Provides leadership for major initiatives and change efforts.
 6. Communicates effectively to various stakeholders regarding progress with school improvement plan goals.
 - (2) Culture of learning. An educational leader promotes the success of all students by advocating, nurturing and sustaining a school culture and instructional program conducive to student learning and staff professional development. The administrator:
 1. Provides leadership for assessing, developing and improving climate and culture.
 2. Systematically and fairly recognizes and celebrates accomplishments of staff and students.
 3. Provides leadership, encouragement, opportunities and structure for staff to continually design more effective teaching and learning experiences for all students.
 4. Monitors and evaluates the effectiveness of curriculum, instruction and assessment.
 5. Evaluates staff and provides ongoing coaching for improvement.
 6. Ensures that staff members have professional development that directly enhances their performance and improves student learning.
 7. Uses current research and theory about effective schools and leadership to develop and revise the administrator’s professional growth plan.
 8. Promotes collaboration with all stakeholders.
 9. Is easily accessible and approachable to all stakeholders.
 10. Is highly visible and engaged in the school community.
 11. Articulates the desired school culture and shows evidence about how it is reinforced.
 - (3) Management. An educational leader promotes the success of all students by ensuring management of the organization, operations and resources for a safe, efficient and effective learning environment. The administrator:
 1. Complies with state and federal mandates and local board policies.
 2. Recruits, selects, inducts, and retains staff to support quality instruction.
 3. Addresses current and potential issues in a timely manner.

4. Manages fiscal and physical resources responsibly, efficiently, and effectively.
 5. Protects instructional time by designing and managing operational procedures to maximize learning.

6. Communicates effectively with both internal and external audiences about the operations of the school.

(4) Family and community. An educational leader promotes the success of all students by collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources. The administrator:

1. Engages family and community by promoting shared responsibility for student learning and support of the education system.

2. Promotes and supports a structure for family and community involvement in the education system.

3. Facilitates the connections of students and families to the health and social services that support a focus on learning.

4. Collaboratively establishes a culture that welcomes and honors families and community and seeks ways to engage them in student learning.

(5) Ethics. An educational leader promotes the success of all students by acting with integrity and fairness and in an ethical manner. The administrator:

1. Demonstrates ethical and professional behavior.

2. Demonstrates values, beliefs, and attitudes that inspire others to higher levels of performance.

3. Fosters and maintains caring professional relationships with staff.

4. Demonstrates appreciation for and sensitivity to diversity in the school community.

5. Is respectful of divergent opinions.

(6) Societal context. An educational leader promotes the success of all students by understanding the profile of the community, and responding to and influencing the larger political, social, economic, legal and cultural context. The administrator:

1. Collaborates with service providers and other decision makers to improve teaching and learning.

2. Advocates for the welfare of all members of the learning community.

3. Designs and implements appropriate strategies to reach desired goals; and

c. Shows evidence of successful completion of a mentoring and induction program as determined by a comprehensive evaluation of the standards in paragraph 14.114(2) “b” and one year of successful administrative experience. In lieu of completion of an Iowa state-approved mentoring and induction program, the applicant must provide evidence of two years’ successful administrative experience in an Iowa nonpublic school or two years’ successful administrative experience in an out-of-state K-12 educational setting.

Renewal requirements for this license are set out in 282—Chapter 17.